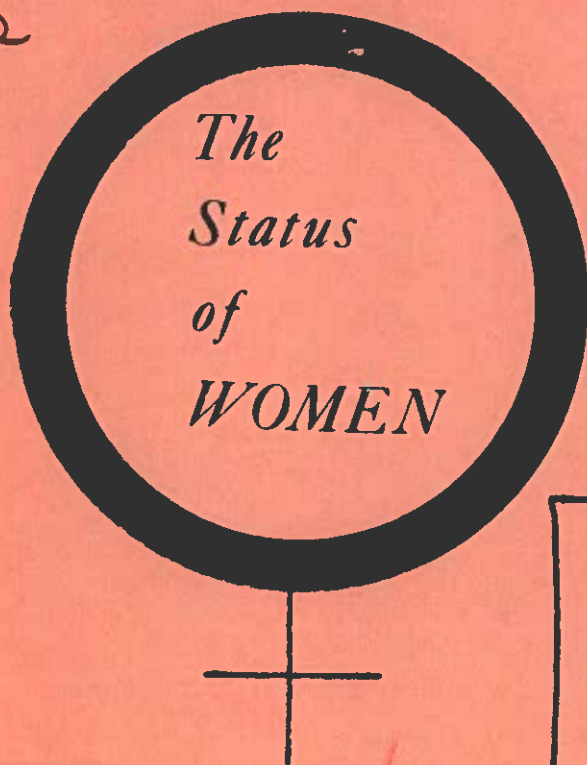


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Changing rapidly — Improving slowly



REPORT

of the

GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Little Rock, Arkansas

5-21-93-12-5

Chairman, Mrs. Diane Kincaid
Vice-Chairman, Mrs. Sara Murphy
Exec. Secy., Mrs. Harryette Dorchester

STATE OF ARKANSAS

Room 08 State Capitol
Little Rock, Ark. 72201
Phone 371-2397



GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Honorable Dale Bumpers
Governor of Arkansas
State Capitol
Little Rock, Arkansas 72201

Dear Governor Bumpers:

On May 12, 1971, you recreated the Arkansas Governor's Commission on the Status of Women and charged us with the responsibility of examining the role of women in Arkansas and finding ways by which women might become fuller participants in our State's economic, political and social institutions.

Attached is a report on two years of Commission work -- our research, activities, and recommendations. To summarize this information in a single sentence: the status of women in Arkansas is changing very rapidly, and improving very slowly. Much remains to be done, and we hope we will have your continued support as we pursue our mandate.

I deeply appreciate the invaluable assistance that you personally, your office and your entire Administration have afforded the Commission; and I am especially grateful for the complete freedom you have given us to report and recommend without pressure or restraint.

Sincerely,

A handwritten signature in cursive script that reads "Diane D. Kincaid".

Diane D. Kincaid
Chairman

ABOUT THE COMMISSION

The Governor's Commission on the Status of Women consists of fifty Members, appointed by the Governor, representing a wide variety of ages, incomes, occupations, races and attitudes. Commission Members, listed at the end of this report, all of whom are very active women in their own right, have given very generously of their time and expertise in preparing this report.

The entire Commission has met only four times. Most of our work has been done through the various Task Forces and individual Members pursuing particular problems of concern. Our positions and recommendations were adopted by majority vote.

Superb staff assistance has been provided by Harryette Dorchester, Eleanor Crawford and Carolyn Auge.

Special thanks go to Irene Samuel and Archie Schaffer of the Governor's Office, and to Max Milam and Richard Heath, former and present Directors of the Department of Finance and Administration, from all of whom special assistance was frequently requested and never refused. The Employment Security Division has given us invaluable assistance in the reproduction of Commission materials. The Women's Bureau of the U. S. Department of Labor has been a generous source of useful materials and advice.

"What is the status of women in Arkansas?"

In Employment	page 1
In Education	page 5
In Government	page 8
In Politics	page 9
In Legal Rights	page 11
In Health	page 13
In Family and Child Care	page 15
In Public Image	page 17
 Commission Publications	 page 19
Commission Members	page 20
Task Force Members	page 22
Advisory Committee	page 23

EMPLOYMENT

The Status in 1973

According to the 1970 U. S. Census Report, between 1960 and 1970, slightly more than 80,000 Arkansas women joined the experienced civilian labor force, accounting for 88 percent of the overall increase in paid employment. The percent of Arkansas workers who are women has grown at an astonishing rate from 17 percent in 1940, to 22 percent in 1950, to 30 percent in 1960, and to 38 percent in 1970. As workers, women have made valuable contributions to economic growth in Arkansas, and to their own and their families' well-being.

The evidence is overwhelming, however, that women are not yet getting an equal share of the economic rewards.

Looking only at those who actually worked 50 to 52 weeks in 1970, the median earnings of all men in the experienced labor force were \$6,164; for women, the median earnings were 60 percent of that figure, or \$3,711.

Another way of comparing the male and female earnings record is by looking at the upper and lower ends of the income scale for experienced workers in Arkansas. According to the 1970 census, about 70 percent of the women workers earned less than \$4,000; in fact, 50 percent earned less than \$3,000, and 35 percent earned less than \$2,000. At the upper end of the earnings scale, only 17 percent of Arkansas women earned \$5,000 a year or more -- a classification that includes 53 percent of the men; and whereas 14 percent of the men earned \$10,000 a year or more, only 1 percent of all working women did.

This kind of income data is disheartening, but not really surprising, because despite some isolated and interesting breakthroughs (there were, for example, 208 women truck drivers in Arkansas in 1970 compared to none in 1960, and 259 heavy equipment and diesel mechanics), women for the most part are still holding down the traditionally female jobs with the traditionally skimpy wages, as typists, sales clerks, food service workers, and the low-pay, low-skill jobs in manufacturing. Those who are in the professional-technical category are for the most part nurses and teachers, neither a profession noted for great financial gain.

So, to a large extent, it is the type of work women do that accounts for their relatively low income: the major reason why women earn so little is because it is the low-paying jobs which they are trained to perform, taught to aspire to, recruited and hired for, or into which they drift when they suddenly discover they have to work but aren't trained to do anything in particular. The employment-and-earnings status of women will show dramatic improvement only when there is an overwhelming change in the direction of encouraging our schoolgirls to expand their career horizons, to think seriously about educating themselves for work they will enjoy, work they will be good at, and work through which they can support themselves if necessary. (See additional Recommendations in Education.)

Having noted that to a large extent it is the type of work women do that accounts for their relatively low income, it should still be noted that even when wages are compared within the exact same job category, there are discrepancies. We need to know why the median income of women accountants and women sales clerks and women food service workers and of most other workers is at least \$1,000 a year less than their precise male counterparts.

Judging by the number of complaints heard by the Commission, there is still widespread discrimination by employers in the hiring, promotion, on-the-job-training, and pay of women. Most sex-based job discrimination is illegal, but the Commission has learned that many women workers are either unaware of their rights, or afraid to demand them.

The 1970 census indicated only two economic categories in which Arkansas women led men: in unemployment and in poverty. In 1970 in Arkansas, women had a 6.9 percent unemployment rate, compared to a 4.9 percent unemployment rate for men. And over half of all persons living in female-headed families in Arkansas were classified as living in poverty, a percentage which rises to a startling 72 percent for those living in double jeopardy, i.e., those heads of household who were not only female, but also black. Nine out of ten adult welfare recipients were women.

Improving the economic status of women should be recognized as a high-priority social and economic problem.

Commission Activities

Given the close connection between education and employment, the Commission directed major attention to potential women workers, i.e., Arkansas schoolgirls. (See Education) For those women already in the work force, the Commission:

- Co-sponsored with all segments of organized labor in Arkansas a Conference of Union Women, the first of its kind in the nation. Held on April 22, 1972, in Little Rock, attended by over 100 union women, addressed by state political leaders and prominent national union women, the Conference was designed to encourage greater participation by women in union programs and activities, with special attention to the needs of women workers. Resolutions adopted at this Conference were subsequently adopted by two international unions: the International Association of Machinists and the American Federation of State, County and Municipal Employees.

- Conferred with union leaders on the possibility of opening additional places in apprenticeship training programs to women.

-- Conferred with representatives of ACORN (Arkansas Community Organizations for Reform Now) on steps to improve the status of household workers.

-- Answered many individual inquiries related to women and employment, and referred complaints of sex-based job discrimination to the appropriate state or federal agencies.

-- Requested that the Equal Employment Opportunity Commission locate at least one full time employee in the State of Arkansas. (We are now serviced by the New Orleans District Office.)

Other Developments

-- The Arkansas Legislature increased the minimum wage, as of July 1, 1973, to \$1.40 an hour.

-- On July 20, 1972, the Eighth Circuit Court of Appeals upheld the Potlatch Forests, Inc. v. Hays, 318 F. Supp 1368 (E.D. Ark. 1970) decision which held that employers could be in compliance with Title VII and the Equal Pay Act and the Arkansas Statute 61-801 requiring daily overtime pay for women by paying their male employees daily overtime pay, thus extending the benefits of the law to both sexes rather than holding the statute invalid as discriminatory against men.

-- The Arkansas State AFL-CIO in June of 1973 passed several resolutions affirming strong interest in the rights of women workers: a comprehensive resolution on "Organized Labor and Women Workers" (including commitments to inclusion of pregnancy leave, apprenticeship and training programs for women in contract negotiations); and a resolution on "Women's Protective Laws" which requests the national AFL-CIO to re-examine its policy on women's protective laws "particularly to distinguish between those that deny opportunity to women and those that truly benefit women."

-- Unemployment insurance will be extended to state employees as of July 1, 1973.

-- Unemployment insurance will be extended to private household workers where a household employs four or more workers as of January 1, 1974.

-- Workmen's Compensation will be extended to all city and county employees as of July 1, 1974.

-- The Commission strongly opposed, and the Arkansas Legislature did not enact, proposed legislation which would have exempted female employees of all concerns in interstate commerce and covered by the Fair Labor Standards Act from the State overtime law.

-- Arkansas Women's Rights, Inc. of Little Rock has begun offering job counseling and assistance with sex discrimination suits.

Commission Recommendations

-- That the assistance of the State Labor Department be enlisted in securing and analyzing data on working women: surveys of selected occupations, numbers of women in Manpower Development Training Programs, apprenticeship programs, etc.

-- That state and federal laws protecting women against discriminatory employment practices and the cost-free confidential methods of filing complaints be more widely publicized.

-- Recognizing that women are usually the lowest paid employees, and that of workers not covered by the Fair Labor Standards Act, 40 percent are women, that the Fair Labor Standards Act be amended to increase the federal minimum wage and to extend coverage to household workers, to employees of child care centers, to state and local government employees, and to other occupations not now covered.

-- That the Arkansas Legislature enact a State Labor Relations Act guaranteeing all employees not covered by the Federal Labor Relations Act the right to organize, form unions and bargain collectively with their employers.

-- That the extent and legality of sex-segregated classified employment advertisements in Arkansas be thoroughly studied.

-- That the State Labor Department be given authority to set minimum standards which private employment agencies must meet and maximum fees they may charge applicants to qualify for state licensing.

EDUCATION

The Commission reviewed two different, but closely connected considerations here: the status of women in the education profession in Arkansas; and practices, activities and attitudes throughout the educational system which affect female students.

The Status in 1973

Women in Education

For a profession in which women have always dominated numerically, it is disheartening to note, according to the 1971-72 statistics, that of 362 school superintendents in Arkansas, three are women; of 44 assistant superintendents, two are women; of 457 secondary principals, 15 are women; and of 435 elementary school principals, 154 are women. Although women outnumbered men classroom teachers 12,914 to 4,712, the men averaged \$315 more in salaries.

In the twelve public colleges and universities in Arkansas, there is no woman President or Vice President, and only one Dean of a College (Nursing). Of these same twelve, in five there are no women department heads; the mean number of women department heads is less than three per institution; and, typically, they are concentrated in nursing, home economics, secretarial studies and elementary education, with no women department heads for chemistry, mathematics, secondary education, accounting, economics, physics, journalism, etc.

In 1972, a Department of Health, Education and Welfare review criticized the University of Arkansas for deficiencies in the employment of women, noting that, except for the Dean of Women, no females held top level positions of administrative responsibility, and new appointments of women at academic ranks were only 6.8 percent of the total. Since that time, the University has made commendable changes regarding the nepotism rule and maternity leave policies, and has filed an Affirmative Action Plan. Four other public institutions have affirmative action plans in progress, but 68 percent of Arkansas colleges and universities have neither a Committee on the Status of Women nor an Affirmative Action Statement or Program, and 73 percent retain nepotism policies which have been declared discriminatory toward women.

Governor Bumpers has made breakthrough appointments of women to the State Board of Education and to the State Board of Higher Education, which are noted with appreciation; but this makes respectively one woman out of nine and one woman out of ten on these Boards, and there is still no woman on the Board of Trustees of the University of Arkansas, Arkansas State University, or Arkansas Tech. There are 71 Memberships on the Boards of Trustees of public colleges and universities in Arkansas -- only six are women.

Education of Women

It is especially unfortunate that so few policy-making roles in the Arkansas educational system are held by women because nowhere are the opportunities for and necessity of change more obvious. The Commission has observed and received complaints about countless practices that narrow rather than expand the ambitions and expectations of Arkansas schoolgirls, and which inadequately prepare them for the real world in which they will live longer, have fewer children, and be more likely to work than preceding generations. According to the U. S. Bureau of Labor Statistics, nine out of ten girls now in school will spend part of their lives in the labor force, but a Commission survey of Arkansas schoolgirls revealed a majority were expecting only the traditional roles of wife and mother.

The Education Amendments Act of 1972 prohibits any form of sex discrimination in schools receiving federal funds, but discriminatory practices still abound in such specific areas as vocational training and curriculum (home economics for girls, shop for boys, and girls are still told they can't enroll in certain courses); vocational counseling (boys are channeled into denistry and girls into dental hygiene); athletics (rarely are girls' sports given the attention or financial support of boys' sports); textbooks (readers portraying highly stereotyped males and females, history books which practically omit women's contributions); etc. Over half of the higher educational institutions in Arkansas have regulations that do not apply equally to men and women students.

Commission Activities

-- Administered an original questionnaire to students at sixteen randomly selected high schools. Tabulated and analyzed the results, and presented a summary of findings and recommendations to all Arkansas school superintendents. This survey has been accepted for 1973 publication in Research in Education.

-- Co-sponsored with the Arkansas Education Association, the Arkansas Department of Education and the University of Arkansas at Little Rock Commission on the Status of Women a conference on Sex-Role Stereotyping in Education in May of 1973. Nationally prominent educators addressed the 200 registrants (mostly Arkansas teachers) on the problems of sexism in the schools and on possible solutions.

-- Prepared and distributed to all elementary and secondary guidance counselors a resource list of materials on expanding careers for women.

-- Established a Speakers Bureau for career day programs, teachers' and counselors' meetings, etc., to expand the concepts of what it is possible to accomplish, to realistically identify obstacles and rewards. Volunteer speakers were provided with packets of relevant information, periodically updated and expanded.

-- Distributed the Women's Bureau Publication, "Help Improve Vocational Education for Women and Girls in Your Community" to all members of the State Advisory Council on Vocational Education.

Other Developments

-- Commissions on the Status of Women on both the Little Rock and Fayetteville campuses of the University of Arkansas became very outspoken advocates of changes necessary to provide full educational equality for women.

-- Courses relating to women's studies were added to the curriculum at the University of Arkansas in Fayetteville, at Arkansas College, at Henderson State College and at Hendrix.

-- Spring, 1973, Commencement Speakers at both the University of Arkansas in Fayetteville and at Arkansas State University in Jonesboro were women.

-- On April 11, 1973, the Arkansas Council on Human Relations appealed to school boards throughout the state to increase their memberships to include blacks and women.

Commission Recommendations

-- That the Governor and/or the State Education Director issue a directive committing the state to the elimination of sex-based practices in education, and calling attention to the illegality of discriminatory practices under the Education Amendments of 1972.

-- That the State Textbook Approval Committee and the Arkansas Bookmen's Association give special attention to the elimination of textbooks which present a distorted and/or limited view of the potential of women.

-- That as career education is added, an effort be made to present girls as well as boys with a wide variety of career options.

-- That the Commission encourage and assist local groups to study practices in their local schools to determine the degree of sex discrimination, especially with respect to vocational training and counseling and courses of study restricted to one sex; the per capita expenditure of funds by sex for physical education and extra-curricular activities; textbooks, library books, and other curriculum aids; school activities such as safety patrols, room chores, etc.; and promotion of teachers.

-- That the proposed University of Arkansas Continuing Education for Women Program approved in 1972 by the State Board of Higher Education and the University Board of Trustees be immediately implemented and fully funded.

-- That the Commission encourage and assist groups at all public colleges and universities to study and improve every aspect of the educational environment including recruitment, admissions, financial aid, counseling, curriculum, placement, housing, health insurance and services, pay and promotions.

-- That Congress enact the proposed Women's Educational Equity Act.

STATE GOVERNMENT

The Status in 1973

Since the Arkansas State Government is the largest single employer of women in Arkansas, and since the government should set an example for the private sector to follow, the status of women state employees is of crucial concern. It is gratifying to note that this area has been receiving special and beneficial attention.

Commission Activities

-- In 1972, initiated a survey, "Women: Their Status in State Government." The actual survey was done under the auspices of the Intergovernmental Personnel Act by Nan Snow, a Personnel Management Specialist with the U. S. Civil Service Commission, temporarily assigned to the Governor's Office for this purpose. This report revealed among many other things, that of those employees under the Uniform Classification Act, 56 percent of the bottom five grade level positions were held by women, whereas only 3.6 percent of positions in the top six grade levels were held by women; that only 49 women (as compared to 576 men) occupied positions at grade 19 or above (those which pay a starting salary of \$10,000 a year or more); that in jobs classified as grade "99", i.e., department or agency directors, there were two women and 41 men.

With the Governor's support and with funds from both state and federal sources, an Equal Employment Opportunity Action Program for Women in State and Local Government has now been established -- the first of its kind in the nation.

Women's Representatives have been appointed within each department to coordinate activities connected with the program. A segment dealing with equal employment opportunity for women has been added to all supervisory training courses sponsored by the Personnel Division of the Department of Finance and Administration. A special effort is underway to determine why numbers of college educated women are holding non-professional positions. The Program Coordinator is visiting personally with the assembled women employees in each department to develop interest in and understanding of this program.

Other Developments

-- Additional affirmative action was taken when Governor Bumpers, on May 2, 1973, issued an executive order directing state agencies to take positive steps to end discrimination against women in hiring and promotions, and to cooperate fully in complying with the non-discrimination provisions of the national Equal Employment Opportunity Act.

Commission Recommendations

-- That the Equal Employment Opportunity Action Program be incorporated into the Personnel Division of the Department of Finance and Administration and expanded with emphasis on job qualification standards, job descriptions and classifications to determine if they are discriminatory.

POLITICS

The Status in 1973

Women are clearly under-represented in the Arkansas political structure. One of the seven elected constitutional officers is a woman. One of the 35 State Senators and two of 100 State Representatives are women. The situation is quite comparable at state and local levels. There are no women county judges in Arkansas and no woman has been elected county sheriff; there are only a handful of women mayors, city council and city board members.

Although both the Republicans and Democrats in Arkansas, under a great deal of pressure, sent more women as delegates to the presidential nominating conventions in 1972 than ever before, in the on-going party structure, there are only four Republican County Chairmen who are women, and only two women Democratic County Chairmen.

Turning from elective to appointive positions, women hold only ten percent of all appointments to the State's Boards and Commissions, and those who have been appointed serve almost exclusively in such traditionally women's areas as nursing, cosmetology, and the arts. Governor Bumpers' appointments of women to the State Board of Education and the State Board of Higher Education were significant steps in the right direction, but women could serve capably and creatively in all areas of public policy-making.

Commission Activities

-- Encouraged women, through press releases and public statements, to seek political office; and offered Commission assistance with information on the mechanics of filing and running.

-- Reminded the Governor, on many occasions, of the importance of considering qualified women for major appointments, and suggested names for his consideration.

-- Compiled a Talent Bank of interested and capable women which is constantly being expanded, providing a ready pool of women who could serve with distinction in many public capacities.

Other Developments

-- The Arkansas Women's Political Caucus, formed in May of 1972, has made great gains in membership and visibility. Assistance was afforded women of both parties interested in selection as delegates to the presidential nominating conventions. (44 percent of the delegates to the Democratic convention were women, while 50 percent of the delegates to the Republican convention were women.) Several Arkansas women have been elected to national positions in the Women's Political Caucus, and in February of 1973, Mrs. Betty Bumpers became the first Governor's wife in the country to host a fund raising event for the Women's Political Caucus at the Governor's Mansion. Sissy Farenthold, National President of the WPC, was present.

-- In the fall of 1972, 30 black women from all walks of life formed Black Female Action, Inc. Esther Boswell was elected president of this group which has as its priorities action in the areas of job discrimination, drug abuse and sickle cell anemia.

Commission Recommendations

-- That women be appointed to all major Boards and Commissions in the state, and to policy-making positions within the state government.

-- That close cooperation and support of the Women's Political Caucus in Arkansas continue, especially with respect to encouraging the candidacies of women for public office.

-- That both political parties take strong affirmative action maintaining their commitment to equal opportunities and representation for women in party structure.

LEGAL RIGHTS

The Status in 1973

During the Arkansas Senate's hearings on the proposed Equal Rights Amendment, one Senator posed the question: "Isn't it true that many of our Arkansas laws now favor women?" To this the young women testifying on behalf of the ERA replied: "That depends, sir, on what you mean by favor."

The Commission spent much time studying and discussing the many perplexities suggested by this interchange, i.e., if laws as presently written do in fact provide important privileges, protections, rights and favors for women, should an official agency charged with improving the status of women recommend changes?

After careful study and research, it is the Commission's conclusion that:

- "Rights" which are difficult and/or impossible to enforce provide little real protection for women (e.g. child support and alimony).

- Other "rights" are in fact restrictive (e.g. Arkansas women are prohibited from working in mines).

- Other "rights" are inconsistent with the full responsibilities of citizenship (e.g. women, simply because they are women, can automatically be excluded from jury service).

- That "rights" based on sound considerations of health and safety (e.g. rest periods and seating) should be extended to men as well as women.

Additionally, although the law "prefers" women in certain respects, in other respects women are disadvantaged by it (e.g. harsher penalties for female felons at age 18 than for male felons at age 21; harsher treatment of the female prostitute than of the male client).

It is the position of the Commission that laws which distinguish solely on the basis of sex reflect neither democratic ideals of equality nor contemporary circumstances, and are unfair to women and to men alike.

Commission Activities

-- Prepared, in collaboration with Arkansas Women's Rights, Inc., a memorandum outlining the ways in which Arkansas laws differentiate in treatment of men and women.

-- Prepared and widely distributed "Women and the Law", a series of questions and answers summarizing women's legal rights in Arkansas with respect to citizenship, property, marriage and divorce, employment, etc.

-- Established liaison with the Arkansas Criminal Code Revision Committee in an effort to initiate reforms of obsolete and/or discriminatory provisions.

Other Developments

-- In April, 1973, two women were added to the Criminal Code Revision Committee.

Commission Recommendations

-- That the Arkansas Legislature ratify the proposed Equal Rights Amendment which would guarantee that equality of rights under the law not be denied or abridged by the United States or any state on account of sex.

-- That Congress enact the proposed Women's Equality Act, an omnibus women's rights bill prohibiting discrimination in all federally aided programs, in public accommodations, in the sale, rental or financing of housing.

-- That Congress enact legislation equalizing social security benefits and tax laws, and eliminating sex discrimination in obtaining credit, mortgage loans and insurance.

-- That the needs and rights of women offenders -- their legal status, housing, treatment, rehabilitation, etc. -- be given special attention by the Commission together with other interested groups.

-- That Arkansas practices regarding extension of credit, mortgages and insurance be studied for possible sex discrimination.

HEALTH

The Status in 1973

Questions concerning women and health have a twofold aspect: the status of women in the health professions, and special health problems unique to women.

In 1972, in Arkansas, women dominated the nursing profession (99 percent of all Registered Nurses and Licensed Practical Nurses), shared equally with men in laboratory and health technology positions, and were nearly absent from the ranks of physicians (3.5 percent women), dentists (0 percent women) and pharmacists (5.4 percent women). It is encouraging to note that, while last year there were 8 women admitted to the University of Arkansas School of Medicine, this year, out of the same number of persons admitted (121), 22 are women.

Because women are the childbearers, employment policies, insurance benefits, leave programs, etc. relating to pregnancies and childbirth are of great concern.

Commission Activities

-- Repeatedly urged adoption of a uniform policy for state agencies concurrent with Equal Employment Opportunity Commission guidelines which state that disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom are, for all job-related purposes, temporary disabilities, and should be treated as such under any health or disability insurance or sick leave plan.

-- Requested the State Education Department to survey local high school policies toward pregnant and/or married students. This survey (indicating little uniformity and widespread discrimination against girls), together with constructive suggestions for reform, was presented to the State Board of Education which, on August 11, 1972, unanimously adopted a strongly worded statement urging local school boards to re-examine their policies, both because of the tenuous legal grounds for discrimination against married and/or pregnant students, and because of the adverse social consequences of such discrimination.

Other Developments

-- On January 22, 1973, the U. S. Supreme Court made two decisions which apparently invalidate those portions of the 1969 Arkansas abortion law which require four months residence prior to an abortion, and which require the certification of three physicians to the need for an abortion.

-- In April, 1973, a Woman's Worry Clinic was held in Little Rock, sponsored by the state Mental Health Association, the state Nursing League and the Greater Little Rock Comprehensive Community Health Center.

-- The Arkansas Legislature enacted the Arkansas Family Planning Act, which was sponsored by the Arkansas Family Planning Council and which becomes effective July 23, 1973. The act permits physicians to release birth control information and devices to anyone, regardless of age, sex, race, income, number of children, marital status, citizenship or motive, and provides for voluntary sterilization of anyone over 18 and those under 18 who are legally married.

-- The 1973 Arkansas Legislature adopted a resolution requesting the State Board of Education to establish a program of adequate and comprehensive health education in the public schools, to consist of at least one semester at the junior high level and one semester at the senior high level.

-- The 1973 amendments to the Employment Security Law removed discrimination clauses relating to disqualifications for pregnancy and leaving the labor force to move with a husband.

Commission Recommendations

-- That all state agencies immediately bring their policies into compliance with the Equal Employment Opportunity Commission guidelines relating to pregnancy, childbirth and maternity leave, and that private employers be encouraged to follow suit.

-- That the Arkansas Legislature enact enabling legislation to set up a state occupational safety and health program under the Federal Occupational Safety and Health Act of 1970.

-- That Congress extend Title X of the Public Health Service Act which provides most of the funds currently available to support family planning projects.

-- That the Commission review policies of Arkansas school districts toward pregnant teachers to insure compliance with federal court orders.

-- That the State Employees Health Insurance Advisory Committee review state health insurance policies to insure compliance with Equal Employment Opportunity Commission guidelines.

-- That the Commission, together with other interested groups (doctors, hospital authorities, women's organizations, etc.), work toward clarification of the effect of the U. S. Supreme Court rulings on Arkansas' abortion laws.

CHILD CARE AND THE FAMILY

The Status in 1973

In 1970 in Arkansas, 10.2 percent of all families were headed by women, 45 percent of all mothers of children under 18 years of age were in the labor force; and 47,000 mothers of children under six years (or 38 percent of those in the population) were workers.

The biggest problem facing working mothers is the lack of high standard, affordable day care facilities for their children. Ways must be found of insuring the rights and needs of children while realizing the needs and rights of adults.

One obvious answer is more and better local, family-oriented, developmental day care programs. There is apparently in Arkansas a special scarcity of such programs in non-urban areas, and for low and middle income families who have no access to the programs available to the well-to-do and the poor.

Commission Activities

-- Met in small groups at several locations around the state to view the kinds of day care now available, and met as a whole Commission at the Center for Early Childhood Development in Little Rock to deepen our understanding of the potential in early childhood education.

-- Worked for passage of national comprehensive Child Development Legislation. Commission Member Dr. Bettye Caldwell presented expert testimony to the U. S. Senate Labor and Public Welfare Committee and personally discussed alternative legislative approaches with Members of the Arkansas Congressional Delegation; Commission Member Dr. Joycelyn Elders represented the Commission at a national meeting in Washington, D. C., subsequent to President Nixon's veto of the Child Development Act.

Other Developments

-- The Arkansas Legislature in 1973 enacted a statewide program of public kindergartens.

-- The Governor has initiated a Comprehensive Plan effort for the coordination and improvement of children's services and programs.

Commission Recommendations

-- That Congress enact Child Development Legislation establishing and expanding high quality child care programs available free to lowest income families and on a sliding scale based on income to others, involving parents and community groups in the decision making.

-- That Congress enact Senator Fulbright's proposal providing \$60 million in grants to states over the next three years to establish model day care centers in each state.

-- That a Uniform Child Custody Act be adopted in which the welfare of the child would be the criterion used to determine custody in divorce suits.

-- That ways be found to increase public education and concern about day care. Possibilities include conferences, newspaper articles, television stories, speakers at Parent and Teacher Association meetings and church groups.

PUBLIC IMAGE

The Status in 1973

February 1, 1973

"Women are put on this earth to minister to the needs of miserable men."

State Senator Guy "Mutt" Jones

September 30, 1971

"When women are denied the opportunities to which their training and education and interests entitle them, we are permitting not only unjustifiable discrimination, but senseless waste."

Governor Dale Bumpers

Reflected in these two statements is the gap between what has been and what should be. Also reflected here is the fact that virtually all status of women problems are, to varying degrees, problems of attitude and ideas, culture and customs.

Commission Activities

-- In an effort to arouse more widespread interest in changing roles for women, the Commission held a series of five conferences throughout the state in the spring of 1972. Funded in part by a grant under Title I of the Higher Education Act of 1965, co-sponsored by the Commission and the Division of Continuing Education of the University of Arkansas, workshops were held at Southern State College in Magnolia, Hendrix College in Conway, Arkansas State University at Jonesboro, the University of Arkansas in Fayetteville, and the University of Arkansas at Pine Bluff. Over one thousand women attended these meetings and heard some of America's most prominent women, including Congresswoman Martha Griffiths, Honorable Frankie Freeman (U. S. Civil Rights Commission), Virginia Allan (Chairman of the President's Task Force on Women's Rights and Responsibilities), Osta Underwood (President of the National Federation of Business and Professional Women), and many others. Additional thousands of women were reached through excellent and extensive media coverage of these events.

-- Many Commission Members devoted countless hours to addressing groups on all aspects of women's potential and women's problems. Among the many and varied groups addressed were high school and college students, the Arkansas Home Economics Association, the State Council of Machinists, Arkansas Public Health Nurses, the State League of Women Voters, the State Federation of Women's Clubs, Rotary, Lions and Kiwanis Clubs, church groups and Parent and Teacher Associations.

-- A general bibliography, "Focus on Women", was distributed to all public libraries with suggestions for special displays.

-- Prepared a checklist, "Possibilities for Action" -- suggestions for local groups interested in assessing and improving community attitudes toward women.

Other Developments

-- Two newspapers with statewide circulation, the Arkansas Gazette and the Arkansas Democrat, many local newspapers and the Arkansas Union Labor Bulletin carried countless stories on women achievers in public service and private occupations, and on the growth of and issues involved in the women's movement.

-- Over 200 women attended the third Annual Women's Symposium in Fayetteville in April, 1973, which included such speakers as Wilma Scott Heide, President of the National Organization for Women, and Dr. Lorene Rogers, Vice President of the University of Texas.

-- Plans are underway for a 1973 symposium in Pine Bluff on "The Creative Woman."

-- The spring, 1972 issue of New South published an excellent article by Commission Vice Chairman Sara Murphy on "Women's Lib in the South."

-- In Fayetteville, in February, 1973, a Women's Center opened composed of community and university women interested in furthering women's rights and providing needed services to women.

-- Dr. Pauli Murray, Professor of American Studies at Brandeis University, presented a memorable lecture on the parallels between racism and sexism as part of the Distinguished Lecture Series at the University of Arkansas at Fayetteville in March, 1972.

Commission Recommendations

-- That the Commission place special priority on an expanded, widely advertised Speakers Bureau, available to all civic, church, academic and social groups, to explore changing lives, needs and attitudes of Arkansas women.

-- That the Commission hold public hearings throughout the state where women may present information on local problems and developments.

COMMISSION PUBLICATIONS

Available on Request

"Focus on Women" -- A bibliography of suggested readings and additional sources

"Possibilities for Action" -- A checklist for local groups interested in improving the status of women in their communities.

"The Status of Women in Arkansas" -- Address by Diane Kincaid to the Arkansas League of Women Voters, May 7, 1973

"A Survey of Senior Students from Fourteen Public Secondary Schools in Arkansas "

Talent Bank Forms

"Women and the Law" -- A series of questions and answers summarizing the legal rights of Arkansas women .

Publications Available to Institutions on Special Request

"Women: Their Status in State Government" -- a study prepared by Little Rock Area Office, U. S. Civil Service Commission

"Women: Rights, Roles, Reasons" -- Final report on Conference Series, 1972.

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